

APPENDIX A

OCCUPATION:

NIMS CERTIFIED CNC SET-UP PROGRAMMER - TURNING

O*NET/SOC CODE: 51-4012.00 RAIS CODE: 1095CB

This Appendix is attached to and a part of these Standards for the above identified occupation.

1. TERM OF APPRENTICESHIP

The term of training for a NIMS Certified CNC Set-up Programmer - Turning will include approximately four years of structured on-the-job learning (OJL), supplemented by the required hours of related instruction, that will lead to successful completion of the required Core Competencies and corresponding NIMS Credentials as stated in the Core Competency Requirements (Appendix A). The term of apprenticeship for all NIMS Certified CNC Set-up Programmers - Turning will include at minimum 2,000 hours of structured on-the-job learning.

Full credit will be given for on-the-job learning evaluated as satisfactory and previous acquisition of the required competencies and corresponding NIMS Credentials.

This is a competency-based apprenticeship program and is not constrained by time. The term of apprenticeship will provide sufficient on-the-job learning (OJL) to enable the apprentice to attain the required competencies for each registered occupation.

2. RATIO OF APPRENTICES TO JOURNEYWORKERS

Consistent with proper supervision, training, safety, and continuity of employment throughout the apprenticeship, the ratio of apprentices to journeyworkers will be one (1) apprentice to one (1) journeyworker. This ratio should provide the quantity of NIMS Certified CNC Set-up Programmers - Turning necessary for the future needs of the metalworking industry.

3. APPRENTICE PROGRESSIVE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on a percentage of the current journeyworker wage rate.

FOUR YEAR APPROXIMATE TERM:

PERFORMANCE REVIEW CYCLE	% of Journeyworker Wage
Entry Level Performance Review	= 50% Journeyworker Wage Rate
End of Probationary Period Review	= 60% Journeyworker Wage Rate
First Year Performance Review	= 70% Journeyworker Wage Rate
Second Year Performance Review	= 80% Journeyworker Wage Rate
Third Year Performance Review	= 90% Journeyworker Wage Rate
Completion/Journeyworker Review	= 100% Journeyworker Wage Rate

4. SCHEDULE OF WORK EXPERIENCE

The following Core Competency Requirements will provide the focus for the On-the-Job Learning and Related Instruction requirements for the NIMS Certified CNC Set-up Programmer - Turning occupation.

These Standards of Apprenticeship result from a deliberative process that included a national validation of the competencies and field testing through a national pilot effort. The goal of the National Institute for Metalworking Skills is to develop and implement apprenticeship programs that are aligned with industry defined Core Competencies, and company specific competencies that are used to tailor the apprenticeship program to each company's individual business needs.

The Sponsor may modify the company specific competencies to meet local needs prior to submitting these Standards to the appropriate Registration Agency for approval.

5. SCHEDULE OF RELATED INSTRUCTION

Apprenticeship Sponsors may utilize a wide range of Related Instruction resources and providers, including classroom and laboratory activities offered by the National Tooling and Machining Association, technical colleges, community colleges, career and technology centers, online training programs, correspondence programs, and company specific programs. It is not the intent of this project to change the delivery method of any Related Instruction program. The NIMS Certified CNC Set-up Programmer - Turning Curriculum Guide is provided as a resource so that the Related Instruction program can be aligned with the Core Competencies and the corresponding NIMS Credentials.

See the attached Related Instruction Outline for details.